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PRESIDENT: Call of the House is raised, excuse me.

SENATOR HEFNER: I didn't have an opportunity to talk on this bill the last time it was up and so I would like to talk to you about the bill now. I realize that this bill has 17 or 18 cosponsors and so it looks like it is fairly well greased, but I think that we need to debate it a little bit. And one of the things that concerns me is that we are creating another costly commission to study the pay equity in our state government. We all know that pay equity proposals have been discussed around the country in the last four or five years. Pay equity concepts defy the marketplace and the laws of supply and demand. The proponents of pay equity have failed to succeed in the private sector and so now they are targeting government to accomplish this. There is currently a lawsuit going on by the proponents of the pay equity people against the State of Washington and from the information that I have received, this case will be appealed to the Ninth Circuit Court of Appeals. So I say to you today, let's not rush into this issue. A commission composed of a group of people to determine pay equity would come up with a number of proposals to achieve an equitable compensation relationship because that is what we would expect of them. I believe that the State Department of Personnel is doing a good job. According to the fiscal note we have approximately 12,000 state employees in the State of Nebraska. We have approximately 1300 job classifications. I believe that we have been doing a good job in studying this issue before. The fiscal impact is going to be from a minimum, from a minimum of \$175,000 up to as high as \$300,000. But the one point that I want to make clear this morning, pay equity is not the same as pay equality. Pay equality is equal pay for equal work, and pay equity is not. Pay equity is determined by a committee or a commission such as we are going to appoint and enforced by government regulation, government legislation. It is pay or money given to two or more completely unrelated jobs. The problem with pay equity is that it attempts to defy the marketplace and the laws of supply and demand. Thus it doesn't work. The marketplace